

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2057
Revision No.: 21
Date of Last Revision: 06/04/2000

State: California

Area: California Counties of Imperial, San Diego

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	10.00
Accounting Clerk II	10.91
Accounting Clerk III	12.74
Accounting Clerk IV	15.84
Court Reporter	15.05
Dispatcher, Motor Vehicle	13.05
Document Preparation Clerk	10.59
Duplicating Machine Operator	10.59
Film/Tape Librarian	11.26
General Clerk I	7.20
General Clerk II	8.09
General Clerk III	10.59
General Clerk IV	12.76
Housing Referral Assistant	15.36
Key Entry Operator I	9.96
Key Entry Operator II	11.30
Messenger (Courier)	8.28
Order Clerk I	10.93
Order Clerk II	13.63
Personnel Assistant (Employment) I	10.92
Personnel Assistant (Employment) II	12.69
Personnel Assistant (Employment) III	13.99
Personnel Assistant (Employment) IV	16.36
Production Control Clerk	15.36
Rental Clerk	11.26
Scheduler, Maintenance	11.26
Secretary I	11.26
Secretary II	13.05
Secretary III	15.36
Secretary IV	16.97
Secretary V	20.05
Service Order Dispatcher	11.26
Stenographer I	11.52

Stenographer II	12.95
Supply Technician	16.97
Survey Worker (Interviewer)	13.05
Switchboard Operator-Receptionist	9.89
Test Examiner	13.05
Test Proctor	13.05
Travel Clerk I	9.33
Travel Clerk II	10.20
Travel Clerk III	11.20
Word Processor I	10.40
Word Processor II	12.79
Word Processor III	15.59

Automatic Data Processing Occupations

Computer Data Librarian	10.63
Computer Operator I	10.63
Computer Operator II	11.90
Computer Operator III	14.28
Computer Operator IV	17.20
Computer Operator V	19.03
Computer Programmer I (1)	15.76
Computer Programmer II (1)	19.53
Computer Programmer III (1)	25.52
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	21.59
Computer Systems Analyst II (1)	26.51
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.22

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	18.76
Automotive Glass Installer	17.45
Automotive Worker	17.45
Electrician, Automotive	18.13
Mobile Equipment Servicer	16.06
Motor Equipment Metal Mechanic	18.76
Motor Equipment Metal Worker	17.45
Motor Vehicle Mechanic	18.43
Motor Vehicle Mechanic Helper	15.06
Motor Vehicle Upholstery Worker	16.81
Motor Vehicle Wrecker	17.45
Painter, Automotive	18.13
Radiator Repair Specialist	17.45
Tire Repairer	15.52
Transmission Repair Specialist	18.76

Food Preparation and Service Occupations

Baker	12.00
Cook I	11.04

Cook II	12.00
Dishwasher	8.28
Food Service Worker	8.28
Meat Cutter	12.97
Waiter/Waitress	8.96

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	18.13
Furniture Handler	13.02
Furniture Refinisher	18.13
Furniture Refinisher Helper	15.06
Furniture Repairer, Minor	16.81
Upholsterer	18.13

General Services and Support Occupations

Cleaner, Vehicles	9.52
Elevator Operator	8.28
Gardener	11.04
House Keeping Aid I	7.59
House Keeping Aid II	8.38
Janitor	8.38
Laborer, Grounds Maintenance	8.96
Maid or Houseman	7.58
Pest Controller	11.56
Refuse Collector	9.52
Tractor Operator	10.36
Window Cleaner	9.08

Health Occupations

Dental Assistant	12.30
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.69
Licensed Practical Nurse I	9.78
Licensed Practical Nurse II	10.98
Licensed Practical Nurse III	12.30
Medical Assistant	9.75
Medical Laboratory Technician	10.90
Medical Record Clerk	10.98
Medical Record Technician	13.25
Nursing Assistant I	7.50
Nursing Assistant II	8.45
Nursing Assistant III	9.20
Nursing Assistant IV	10.34
Pharmacy Technician	12.01
Phlebotomist	10.34
Registered Nurse I	18.26
Registered Nurse II	21.51
Registered Nurse II, Specialist	21.51
Registered Nurse III	25.56
Registered Nurse III, Anesthetist	25.56

Registered Nurse IV	30.63
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Information and Arts Occupations

Audiovisual Librarian	16.97
Exhibits Specialist I	16.76
Exhibits Specialist II	19.53
Exhibits Specialist III	23.89
Illustrator I	16.76
Illustrator II	19.53
Illustrator III	23.89
Librarian	20.05
Library Technician	13.05
Photographer I	13.02
Photographer II	16.76
Photographer III	19.53
Photographer IV	23.89
Photographer V	28.91

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.84
Counter Attendant	6.84
Dry Cleaner	8.46
Finisher, Flatwork, Machine	6.84
Presser, Hand	6.84
Presser, Machine, Drycleaning	6.84
Presser, Machine, Shirts	6.84
Presser, Machine, Wearing Apparel, Laundry	6.84
Sewing Machine Operator	9.01
Tailor	9.55
Washer, Machine	7.26

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	18.13
Tool and Die Maker	22.25

Material Handling and Packing Occupations

Forklift Operator	13.28
Fuel Distribution System Operator	16.06
Material Coordinator	12.82
Material Expediter	12.82
Material Handling Laborer	9.82
Order Filler	10.08
Production Line Worker (Food Processing)	11.50
Shipping Packer	10.48
Shipping/Receiving Clerk	10.48
Stock Clerk (Shelf Stocker; Store Worker II)	11.90
Store Worker I	9.45
Tools and Parts Attendant	11.77
Warehouse Specialist	11.77

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	18.76
Aircraft Mechanic Helper	15.06
Aircraft Quality Control Inspector	21.25
Aircraft Servicer	16.81
Aircraft Worker	17.45
Appliance Mechanic	18.13
Bicycle Repairer	15.52
Cable Splicer	18.76
Carpenter, Maintenance	18.13
Carpet Layer	17.45
Electrician, Maintenance	19.95
Electronics Technician, Maintenance I	10.92
Electronics Technician, Maintenance II	17.46
Electronics Technician, Maintenance III	20.91
Fabric Worker	16.81
Fire Alarm System Mechanic	18.76
Fire Extinguisher Repairer	16.06
Fuel Distribution System Mechanic	18.76
General Maintenance Worker	17.45
Heating, Refrigeration and Air Conditioning Mechanic	18.76
Heavy Equipment Mechanic	20.37
Heavy Equipment Operator	19.89
Instrument Mechanic	19.30
Laborer	9.52
Locksmith	18.13
Machinery Maintenance Mechanic	22.42
Machinist, Maintenance	18.96
Maintenance Trades Helper	15.06
Millwright	18.76
Office Appliance Repairer	18.13
Painter, Aircraft	18.13
Painter, Maintenance	18.13
Pipefitter, Maintenance	18.76
Plumber, Maintenance	18.13
Pneudraulic Systems Mechanic	18.76
Rigger	18.76
Scale Mechanic	17.45
Sheet-Metal Worker, Maintenance	18.76
Small Engine Mechanic	17.45
Telecommunication Mechanic I	18.76
Telecommunication Mechanic II	21.38
Telephone Lineman	18.76
Welder, Combination, Maintenance	18.76
Well Driller	19.74
Woodcraft Worker	18.76
Woodworker	16.06

Miscellaneous Occupations

Animal Caretaker	9.66
Carnival Equipment Operator	11.56
Carnival Equipment Repairer	12.32
Carnival Worker	8.28
Cashier	8.69
Desk Clerk	10.06
Embalmer	17.06
Lifeguard	8.97
Mortician	17.06
Park Attendant (Aide)	11.27
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.11
Recreation Specialist	13.95
Recycling Worker	11.95
Sales Clerk	9.58
School Crossing Guard (Crosswalk Attendant)	8.28
Sport Official	8.97
Survey Party Chief (Chief of Party)	21.80
Surveying Aide	13.57
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.61
Swimming Pool Operator	12.00
Vending Machine Attendant	10.76
Vending Machine Repairer	12.46
Vending Machine Repairer Helper	10.39

Personal Needs Occupations

Child Care Attendant	7.87
Child Care Center Clerk	11.15
Chore Aid	9.19
Homemaker	14.12

Plant and System Operation Occupations

Boiler Tender	18.76
Sewage Plant Operator	19.63
Stationary Engineer	20.31
Ventilation Equipment Tender	15.06
Water Treatment Plant Operator	19.63

Protective Service Occupations

Alarm Monitor	14.90
Corrections Officer	19.04
Court Security Officer	19.14
Detention Officer	19.04
Firefighter	18.02
Guard I	7.81
Guard II	14.90
Police Officer	22.61

Stevedoring/Longshoremen Occupations

Blocker and Bracer	15.33
Hatch Tender	13.33
Line Handler	13.33
Stevedore I	14.76
Stevedore II	16.52

Technical Occupations

Air Traffic Control Specialist, Center (2)	26.85
Air Traffic Control Specialist, Station (2)	18.61
Air Traffic Control Specialist, Terminal (2)	20.39
Archeological Technician I	14.09
Archeological Technician II	15.76
Archeological Technician III	19.53
Cartographic Technician	21.28
Civil Engineering Technician	22.46
Computer Based Training (CBT) Specialist/ Instructor	21.59
Drafter I	11.96
Drafter II	13.43
Drafter III	17.28
Drafter IV	20.14
Engineering Technician I	13.26
Engineering Technician II	14.88
Engineering Technician III	17.92
Engineering Technician IV	21.82
Engineering Technician V	26.58
Engineering Technician VI	32.18
Environmental Technician	18.18
Flight Simulator/Instructor (Pilot)	26.51
Graphic Artist	20.28
Instructor	21.59
Laboratory Technician	15.10
Mathematical Technician	19.20
Paralegal/Legal Assistant I	15.53
Paralegal/Legal Assistant II	19.47
Paralegal/Legal Assistant III	23.82
Paralegal/Legal Assistant IV	28.81
Photooptics Technician	19.93
Technical Writer	25.34
Unexploded (UXO) Safety Escort	17.06
Unexploded (UXO) Sweep Personnel	17.06
Unexploded Ordnance (UXO) Technician I	17.06
Unexploded Ordnance (UXO) Technician II	20.64
Unexploded Ordnance (UXO) Technician III	24.74
Weather Observer, Combined Upper Air and Surface Programs (3)	14.28
Weather Observer, Senior (3)	15.85
Weather Observer, Upper Air (3)	14.25

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	13.05
Parking and Lot Attendant	6.80
Shuttle Bus Driver	9.35
Taxi Driver	7.76
Truckdriver, Heavy Truck	14.25
Truckdriver, Light Truck	9.35
Truckdriver, Medium Truck	13.05
Truckdriver, Tractor-Trailer	14.25

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as

dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2543

Revision No.: 22

Date of Last Revision: 06/04/2000

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans
Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News,
Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	8.03
Accounting Clerk II	10.14
Accounting Clerk III	12.62
Accounting Clerk IV	13.69
Court Reporter	12.87
Dispatcher, Motor Vehicle	10.98
Document Preparation Clerk	9.71
Duplicating Machine Operator	9.71
Film/Tape Librarian	9.60
General Clerk I	7.77
General Clerk II	9.56
General Clerk III	11.89
General Clerk IV	13.29
Housing Referral Assistant	13.71
Key Entry Operator I	9.13
Key Entry Operator II	11.49
Messenger (Courier)	7.89
Order Clerk I	8.80
Order Clerk II	11.51
Personnel Assistant (Employment) I	9.82
Personnel Assistant (Employment) II	11.35
Personnel Assistant (Employment) III	11.99
Personnel Assistant (Employment) IV	13.73
Production Control Clerk	14.26
Rental Clerk	10.32
Scheduler, Maintenance	10.32
Secretary I	10.32
Secretary II	12.01
Secretary III	13.71
Secretary IV	16.07
Secretary V	16.87

Service Order Dispatcher	11.04
Stenographer I	10.45
Stenographer II	11.74
Supply Technician	13.69
Survey Worker (Interviewer)	11.18
Switchboard Operator-Receptionist	8.36
Test Examiner	12.01
Test Proctor	12.01
Travel Clerk I	7.84
Travel Clerk II	8.37
Travel Clerk III	8.93
Word Processor I	10.35
Word Processor II	11.66
Word Processor III	13.06

Automatic Data Processing Occupations

Computer Data Librarian	8.55
Computer Operator I	9.57
Computer Operator II	11.07
Computer Operator III	13.71
Computer Operator IV	15.88
Computer Operator V	16.88
Computer Programmer I (1)	15.93
Computer Programmer II (1)	18.03
Computer Programmer III (1)	21.49
Computer Programmer IV (1)	25.62
Computer Systems Analyst I (1)	20.06
Computer Systems Analyst II (1)	23.10
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	9.83

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	16.79
Automotive Glass Installer	15.31
Automotive Worker	15.31
Electrician, Automotive	16.03
Mobile Equipment Servicer	13.84
Motor Equipment Metal Mechanic	16.79
Motor Equipment Metal Worker	15.31
Motor Vehicle Mechanic	16.79
Motor Vehicle Mechanic Helper	13.05
Motor Vehicle Upholstery Worker	14.56
Motor Vehicle Wrecker	15.31
Painter, Automotive	16.03
Radiator Repair Specialist	14.56
Tire Repairer	13.37
Transmission Repair Specialist	16.79

Food Preparation and Service Occupations

Baker	8.98
Cook I	8.12
Cook II	8.98
Dishwasher	7.20
Food Service Worker	7.20
Meat Cutter	10.19
Waiter/Waitress	7.56

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	18.43
Furniture Handler	13.34
Furniture Refinisher	16.03
Furniture Refinisher Helper	13.05
Furniture Repairer, Minor	14.56
Upholsterer	16.03

General Services and Support Occupations

Cleaner, Vehicles	7.20
Elevator Operator	6.26
Gardener	9.22
House Keeping Aid I	6.93
House Keeping Aid II	7.72
Janitor	7.20
Laborer, Grounds Maintenance	7.83
Maid or Houseman	6.46
Pest Controller	8.54
Refuse Collector	7.20
Tractor Operator	8.79
Window Cleaner	7.83

Health Occupations

Dental Assistant	10.62
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.62
Licensed Practical Nurse I	9.73
Licensed Practical Nurse II	10.92
Licensed Practical Nurse III	12.21
Medical Assistant	9.79
Medical Laboratory Technician	10.46
Medical Record Clerk	10.48
Medical Record Technician	13.15
Nursing Assistant I	6.89
Nursing Assistant II	7.75
Nursing Assistant III	8.46
Nursing Assistant IV	9.49
Pharmacy Technician	11.84
Phlebotomist	10.92
Registered Nurse I	15.13
Registered Nurse II	18.51
Registered Nurse II, Specialist	18.51

Registered Nurse III	22.40
Registered Nurse III, Anesthetist	22.40
Registered Nurse IV	26.84

Information and Arts Occupations

Audiovisual Librarian	14.23
Exhibits Specialist I	15.55
Exhibits Specialist II	18.89
Exhibits Specialist III	20.98
Illustrator I	15.55
Illustrator II	18.89
Illustrator III	20.98
Librarian	16.36
Library Technician	11.41
Photographer I	11.73
Photographer II	15.55
Photographer III	18.89
Photographer IV	20.98
Photographer V	25.39

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.04
Counter Attendant	6.04
Dry Cleaner	7.44
Finisher, Flatwork, Machine	6.04
Presser, Hand	6.04
Presser, Machine, Drycleaning	6.04
Presser, Machine, Shirts	6.04
Presser, Machine, Wearing Apparel, Laundry	6.04
Sewing Machine Operator	7.94
Tailor	8.42
Washer, Machine	6.51

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	16.03
Tool and Die Maker	18.46

Material Handling and Packing Occupations

Forklift Operator	10.72
Fuel Distribution System Operator	13.84
Material Coordinator	14.51
Material Expediter	14.51
Material Handling Laborer	8.86
Order Filler	8.76
Production Line Worker (Food Processing)	10.91
Shipping Packer	10.54
Shipping/Receiving Clerk	10.54
Stock Clerk (Shelf Stocker; Store Worker II)	10.89
Store Worker I	8.60

Tools and Parts Attendant	12.98
Warehouse Specialist	12.49

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	18.37
Aircraft Mechanic Helper	14.28
Aircraft Quality Control Inspector	19.18
Aircraft Servicer	15.93
Aircraft Worker	16.75
Appliance Mechanic	16.03
Bicycle Repairer	13.37
Cable Splicer	16.79
Carpenter, Maintenance	16.03
Carpet Layer	17.61
Electrician, Maintenance	16.79
Electronics Technician, Maintenance I	14.58
Electronics Technician, Maintenance II	14.91
Electronics Technician, Maintenance III	15.98
Fabric Worker	14.56
Fire Alarm System Mechanic	16.79
Fire Extinguisher Repairer	13.84
Fuel Distribution System Mechanic	16.79
General Maintenance Worker	15.31
Heating, Refrigeration and Air Conditioning Mechanic	16.79
Heavy Equipment Mechanic	16.79
Heavy Equipment Operator	16.79
Instrument Mechanic	16.79
Laborer	10.02
Locksmith	16.03
Machinery Maintenance Mechanic	16.75
Machinist, Maintenance	16.79
Maintenance Trades Helper	13.05
Millwright	19.30
Office Appliance Repairer	16.03
Painter, Aircraft	16.03
Painter, Maintenance	16.03
Pipefitter, Maintenance	16.79
Plumber, Maintenance	16.03
Pneudraulic Systems Mechanic	16.79
Rigger	16.79
Scale Mechanic	15.31
Sheet-Metal Worker, Maintenance	16.79
Small Engine Mechanic	15.31
Telecommunication Mechanic I	16.79
Telecommunication Mechanic II	20.16
Telephone Lineman	16.79
Welder, Combination, Maintenance	16.79
Well Driller	16.79
Woodcraft Worker	16.79

Woodworker	13.84
Miscellaneous Occupations	
Animal Caretaker	7.25
Carnival Equipment Operator	8.79
Carnival Equipment Repairer	9.22
Carnival Worker	6.26
Cashier	6.45
Desk Clerk	7.25
Embalmer	17.63
Lifeguard	6.38
Mortician	17.63
Park Attendant (Aide)	8.01
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.15
Recreation Specialist	13.50
Recycling Worker	8.82
Sales Clerk	6.38
School Crossing Guard (Crosswalk Attendant)	7.20
Sport Official	6.38
Survey Party Chief (Chief of Party)	9.82
Surveying Aide	6.13
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.93
Swimming Pool Operator	8.98
Vending Machine Attendant	8.82
Vending Machine Repairer	10.33
Vending Machine Repairer Helper	8.82
Personal Needs Occupations	
Child Care Attendant	6.56
Child Care Center Clerk	9.42
Chore Aid	6.13
Homemaker	9.92
Plant and System Operation Occupations	
Boiler Tender	16.79
Sewage Plant Operator	17.81
Stationary Engineer	16.79
Ventilation Equipment Tender	13.05
Water Treatment Plant Operator	17.81
Protective Service Occupations	
Alarm Monitor	8.58
Corrections Officer	12.33
Court Security Officer	12.33
Detention Officer	12.33
Firefighter	13.65
Guard I	7.17
Guard II	8.58
Police Officer	14.75

Stevedoring/Longshoremen Occupations

Blocker and Bracer	14.68
Hatch Tender	12.76
Line Handler	12.76
Stevedore I	14.04
Stevedore II	15.42

Technical Occupations

Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	11.83
Archeological Technician II	13.30
Archeological Technician III	16.43
Cartographic Technician	16.43
Civil Engineering Technician	18.89
Computer Based Training (CBT) Specialist/ Instructor	20.97
Drafter I	10.42
Drafter II	11.73
Drafter III	14.74
Drafter IV	17.91
Engineering Technician I	12.48
Engineering Technician II	13.35
Engineering Technician III	16.45
Engineering Technician IV	19.92
Engineering Technician V	23.27
Engineering Technician VI	28.75
Environmental Technician	16.43
Flight Simulator/Instructor (Pilot)	24.14
Graphic Artist	18.24
Instructor	18.12
Laboratory Technician	12.28
Mathematical Technician	16.43
Paralegal/Legal Assistant I	11.18
Paralegal/Legal Assistant II	13.58
Paralegal/Legal Assistant III	16.61
Paralegal/Legal Assistant IV	20.10
Photooptics Technician	18.89
Technical Writer	15.55
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	14.08
Weather Observer, Senior (3)	15.24
Weather Observer, Upper Air (3)	14.08

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	9.75
Parking and Lot Attendant	7.22
Shuttle Bus Driver	9.33
Taxi Driver	8.80
Truckdriver, Heavy Truck	11.57
Truckdriver, Light Truck	9.33
Truckdriver, Medium Truck	9.75
Truckdriver, Tractor-Trailer	11.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as

dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2147
Revision No.: 11
Date of Last Revision: 06/04/2000

State: Guam
Area: Guam Statewide

**** Fringe Benefits Required Follow the Occupational Listing ****

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	6.75
Accounting Clerk II	7.11
Accounting Clerk III	8.07
Accounting Clerk IV	9.74
Court Reporter	9.61
Dispatcher, Motor Vehicle	6.22
Document Preparation Clerk	7.02
Duplicating Machine Operator	7.02
Film/Tape Librarian	8.47
General Clerk I	5.93
General Clerk II	6.66
General Clerk III	7.02
General Clerk IV	7.97
Housing Referral Assistant	9.77
Key Entry Operator I	6.85
Key Entry Operator II	7.84
Messenger (Courier)	6.00
Order Clerk I	7.03
Order Clerk II	7.67
Personnel Assistant (Employment) I	7.11
Personnel Assistant (Employment) II	8.07
Personnel Assistant (Employment) III	9.61
Personnel Assistant (Employment) IV	9.77
Production Control Clerk	9.61
Rental Clerk	8.47
Scheduler, Maintenance	8.47
Secretary I	8.47
Secretary II	9.61
Secretary III	9.77
Secretary IV	10.86
Secretary V	12.04
Service Order Dispatcher	6.22
Stenographer I	7.67

Stenographer II	8.47
Supply Technician	9.77
Survey Worker (Interviewer)	9.77
Switchboard Operator-Receptionist	6.22
Test Examiner	9.61
Test Proctor	9.61
Travel Clerk I	8.21
Travel Clerk II	8.30
Travel Clerk III	9.43
Word Processor I	6.92
Word Processor II	7.67
Word Processor III	8.59

Automatic Data Processing Occupations

Computer Data Librarian	8.56
Computer Operator I	7.75
Computer Operator II	9.84
Computer Operator III	10.96
Computer Operator IV	12.15
Computer Operator V	13.62
Computer Programmer I (1)	9.84
Computer Programmer II (1)	12.17
Computer Programmer III (1)	14.90
Computer Programmer IV (1)	18.22
Computer Systems Analyst I (1)	14.19
Computer Systems Analyst II (1)	17.18
Computer Systems Analyst III (1)	20.79
Peripheral Equipment Operator	8.56

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	12.80
Automotive Glass Installer	11.86
Automotive Worker	11.86
Electrician, Automotive	12.80
Mobile Equipment Servicer	7.81
Motor Equipment Metal Mechanic	12.80
Motor Equipment Metal Worker	11.86
Motor Vehicle Mechanic	12.80
Motor Vehicle Mechanic Helper	7.81
Motor Vehicle Upholstery Worker	11.86
Motor Vehicle Wrecker	11.86
Painter, Automotive	12.13
Radiator Repair Specialist	11.86
Tire Repairer	7.81
Transmission Repair Specialist	11.86

Food Preparation and Service Occupations

Baker	10.47
Cook I	7.37

Cook II	10.47
Dishwasher	6.50
Food Service Worker	6.50
Meat Cutter	10.47
Waiter/Waitress	6.35

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	13.00
Furniture Handler	8.85
Furniture Refinisher	13.00
Furniture Refinisher Helper	8.85
Furniture Repairer, Minor	9.49
Upholsterer	12.72

General Services and Support Occupations

Cleaner, Vehicles	6.40
Elevator Operator	7.02
Gardener	8.70
House Keeping Aid I	6.07
House Keeping Aid II	6.74
Janitor	7.14
Laborer, Grounds Maintenance	7.23
Maid or Houseman	6.07
Pest Controller	9.13
Refuse Collector	7.02
Tractor Operator	8.19
Window Cleaner	7.18

Health Occupations

Dental Assistant	11.48
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.20
Licensed Practical Nurse I	9.23
Licensed Practical Nurse II	10.37
Licensed Practical Nurse III	11.60
Medical Assistant	9.69
Medical Laboratory Technician	10.37
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05

Registered Nurse IV	24.02
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Information and Arts Occupations

Audiovisual Librarian	10.57
Exhibits Specialist I	8.41
Exhibits Specialist II	9.41
Exhibits Specialist III	11.65
Illustrator I	8.41
Illustrator II	9.41
Illustrator III	11.65
Librarian	11.73
Library Technician	9.66
Photographer I	7.48
Photographer II	8.37
Photographer III	10.35
Photographer IV	11.39
Photographer V	14.01

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.10
Counter Attendant	6.10
Dry Cleaner	7.26
Finisher, Flatwork, Machine	6.10
Presser, Hand	6.10
Presser, Machine, Drycleaning	6.10
Presser, Machine, Shirts	6.10
Presser, Machine, Wearing Apparel, Laundry	6.10
Sewing Machine Operator	7.65
Tailor	8.04
Washer, Machine	6.49

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	13.00
Tool and Die Maker	15.38

Material Handling and Packing Occupations

Forklift Operator	9.02
Fuel Distribution System Operator	11.96
Material Coordinator	9.49
Material Expediter	9.49
Material Handling Laborer	8.12
Order Filler	8.35
Production Line Worker (Food Processing)	9.02
Shipping Packer	8.77
Shipping/Receiving Clerk	9.22
Stock Clerk (Shelf Stocker; Store Worker II)	8.58
Store Worker I	8.55
Tools and Parts Attendant	9.28
Warehouse Specialist	9.22

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	13.73
Aircraft Mechanic Helper	8.85
Aircraft Quality Control Inspector	16.44
Aircraft Servicer	12.00
Aircraft Worker	12.72
Appliance Mechanic	12.72
Bicycle Repairer	8.85
Cable Splicer	13.73
Carpenter, Maintenance	13.00
Carpet Layer	12.72
Electrician, Maintenance	13.73
Electronics Technician, Maintenance I	12.72
Electronics Technician, Maintenance II	13.00
Electronics Technician, Maintenance III	15.81
Fabric Worker	12.00
Fire Alarm System Mechanic	13.73
Fire Extinguisher Repairer	9.24
Fuel Distribution System Mechanic	13.73
General Maintenance Worker	10.78
Heating, Refrigeration and Air Conditioning Mechanic	14.23
Heavy Equipment Mechanic	13.66
Heavy Equipment Operator	13.73
Instrument Mechanic	13.73
Laborer	6.55
Locksmith	13.00
Machinery Maintenance Mechanic	14.16
Machinist, Maintenance	13.73
Maintenance Trades Helper	8.25
Millwright	13.73
Office Appliance Repairer	13.00
Painter, Aircraft	12.48
Painter, Maintenance	13.00
Pipefitter, Maintenance	13.73
Plumber, Maintenance	13.00
Pneudraulic Systems Mechanic	13.73
Rigger	13.73
Scale Mechanic	12.72
Sheet-Metal Worker, Maintenance	13.73
Small Engine Mechanic	12.72
Telecommunication Mechanic I	13.73
Telecommunication Mechanic II	14.27
Telephone Lineman	13.73
Welder, Combination, Maintenance	12.80
Well Driller	13.73
Woodcraft Worker	13.73
Woodworker	11.44

Miscellaneous Occupations

Animal Caretaker	6.60
Carnival Equipment Operator	8.61
Carnival Equipment Repairer	9.11
Carnival Worker	7.03
Cashier	6.96
Desk Clerk	8.34
Embalmer	16.57
Lifeguard	8.53
Mortician	16.57
Park Attendant (Aide)	8.53
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.53
Recreation Specialist	11.56
Recycling Worker	8.99
Sales Clerk	7.75
School Crossing Guard (Crosswalk Attendant)	6.66
Sport Official	8.53
Survey Party Chief (Chief of Party)	11.96
Surveying Aide	7.69
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.64
Swimming Pool Operator	9.59
Vending Machine Attendant	8.20
Vending Machine Repairer	9.59
Vending Machine Repairer Helper	8.20

Personal Needs Occupations

Child Care Attendant	8.34
Child Care Center Clerk	10.40
Chore Aid	5.55
Homemaker	11.58

Plant and System Operation Occupations

Boiler Tender	13.73
Sewage Plant Operator	13.00
Stationary Engineer	13.73
Ventilation Equipment Tender	8.85
Water Treatment Plant Operator	13.00

Protective Service Occupations

Alarm Monitor	9.54
Corrections Officer	9.54
Court Security Officer	9.54
Detention Officer	9.54
Firefighter	9.54
Guard I	6.16
Guard II	9.54
Police Officer	9.54

Stevedoring/Longshoremen Occupations

Blocker and Bracer	10.57
Hatch Tender	10.57
Line Handler	10.57
Stevedore I	10.06
Stevedore II	11.07

Technical Occupations

Air Traffic Control Specialist, Center (2)	26.07
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Environmental Technician	12.15
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Weather Observer, Combined Upper Air and Surface Programs (3)	10.95
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Transportation/ Mobile Equipment Operation Occupations

Bus Driver	9.01
Parking and Lot Attendant	6.70
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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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